

Update on the Black Student Union's Sixteen Issues  
February 4, 1994

This document updates progress in the Schools of Arts and Sciences and Engineering on these issues since the last progress report was issued in April of 1993.

1. Substantial increase in the number of Black faculty.

The Schools of Arts and Sciences and Engineering have widened their recruitment efforts by expanding traditional advertising to include Black Issues in Higher Education and The National Society of Black Engineers Magazine for all faculty positions. The schools also are focusing efforts on expanding the numbers of Black academicians. An element in this strategy is to bring post-doctoral fellows and scholars close to obtaining their Ph.D.s to campus through a variety of programs.

Mellon Postdoctoral Program

Through the Mellon Postdoctoral Program, Arts and Sciences brought two African-American scholars to campus for two-year appointments. Both scholars are teaching undergraduate classes. At least one additional African-American postdoctoral scholar will be arriving in the fall of 1994 and will also teach a course.

Visiting Scholars for Multicultural Courses

Arts and Sciences also has begun to sponsor visiting scholars to teach courses on subjects related to race or ethnicity. Last spring Dr. Linda Williams, an African-American political scientist from the University of Maryland, taught a course entitled "Public Policy-Making in the American Welfare State". This academic year Dr. Todd LaViest is teaching "Race and the Politics of Health," Dr. Bonnie Oh is teaching "The History of Korea", and Dr. Tony Kane is teaching "Revolution and Culture in 20th Century China".

Symposium in African-American History

Professor Jack Greene from the History Department directed a very successful two-day symposium on "New Directions in the Study of African-American Slavery". This program helped identify a possible minority candidate for a future position in the History Department.

Afr-Am male  
from Yale  
to  
teach  
Literature

Call → Jodie 3  
Azul 2  
Greene 1  
Donnette 1  
Dan 1  
Jason  
Nadeve 1

Call Elizabeth  
1875  
for  
Dean  
Bonds

The School of Engineering hired an African-American engineer, Dr. Justin Williams, as a Visiting Assistant Professor in Geography and Environmental Engineering. Dr. Williams co-taught the Civil Engineering Systems Design course and the Mathematical Foundations for Public Decision Making course with Dr. Hugh Ellis last semester. This spring he is teaching Multiobjective Programming and Planning.

The Engineering Dean's office is continuing to hold discussions with Morgan State University to have two members of their faculty join the School as adjunct professors.

2. The creation of a Black Studies Department in the School of Arts and Sciences.

*THIS  
has  
gone  
to  
Prof. P. B.*

The Dean of Arts and Sciences formed a faculty committee last spring to advise the President, Provost and Deans concerning curricular issues and academic programs in the areas of race and ethnicity. The committee met throughout the spring and fall semesters, and is about to issue a preliminary report to the Deans concerning changes which can be made immediately within the existing resources of the institution. They will continue to meet and will issue a second set of recommendations identifying future initiatives for which additional resources must be found.

Arts and Sciences also has a committee exploring the possibility of creating a new undergraduate program on Race, Culture, and Society.

Additionally, for easy reference, the Arts and Sciences and Engineering course schedule now contains a listing of existing courses in various departments which faculty have identified as including some discussion on race, ethnicity, gender, and non-Western cultures.

3. The employment of Black academic advisors in the G.W.C. Whiting School of Engineering and the School of Arts and Sciences.

The School of Arts and Sciences hired a fulltime African-American academic advisor last spring.

Dean Giddens is still working with Morgan State to identify an adjunct African-American faculty member to serve as an academic advisor.

5. The employment of a Black Counselor/Advisor/Programmer for Black students.

Homewood Student Affairs continues to be successful in recruiting a more ethnically diverse staff with minority appointments in Financial Aid, Visa Services, Residential Life, Multicultural Student Affairs, and the Counseling and

Student Development Center. Eleven of the 17 professional staff hired in HSA in the last 18 months are minorities, including an Associate Director in Counseling and Student Development. *Nurse Practitioner in Health Services*

6. An increase in Black graduate student recruitment and support systems.

The number of minority graduate applications in Arts and Sciences continues to increase. In 1991, there were 3 African-American graduate student candidates in A & S. In 1992-93 11 African-American graduate students enrolled in A & S; in 1993-94, 18 enrolled.

Arts and Sciences has significantly increased financial aid for minority graduate students. There is presently \$102,875 in the Dean's Graduate Fellowships for Minority Americans.

#### Partnership Programs with Morgan State University

The Homewood Schools have instituted a visiting faculty exchange between Hopkins faculty and Morgan faculty.

The Whiting School is actively assisting the Mitchell School of Engineering at Morgan in their effort to secure a collegiate chapter of Tau Beta Pi, the national engineering honor society.

Homewood Academic Computing will soon share a number of Intel 386 based computer boards with the electrical engineering department at Morgan.

#### Summer Research Opportunities

The Myerhoff Foundation contributed funds to UMBC for full scholarships for meritorious minority students. Departments in Engineering, namely Biomedical and Mechanical, hired some of these students this summer, paying their salaries from departmental funds, in order to give them an opportunity to observe research and encourage their interest in graduate school.

#### Coordination of Departmental Efforts in Recruitment of Minority Students

The departmental efforts to recruit minority students through "graduate fairs", departmental contacts with top institutions, and ties to "honor programs" are continuing.



### Engineering Fellowships/Scholarships

The Whiting School continues to award fellowships for masters degrees and Ph.D.s through the National Consortium for Graduate Degrees for Minorities in Engineering and Sciences, Inc. (GEM) and the National Physics Science Consortium (NPSC). The Whiting School also provides full tuition waivers for two entering Morgan State graduate students annually (three semesters for M.S., five years for Ph.D.) Finally, the School provides full tuition and a \$3,000 per year stipend to two entering Ph.D. students per year, whose support would be three years. Competitively selected by the Dean's office, these students must be African-American, Latino/a American, or Native American.

9. Protection of the interests of Black students in the University and the City of Baltimore.

Homewood Campus Security has established a procedure to collect information on all hate crimes which may be reported to the Northern District Police. This information, when received, will be provided to the campus through the News-Letter and memoranda to the student organizations.

Homewood Campus Security held an information session with the minority students who came to Homewood last summer as part of the Summer Scholars Institute.

The Whiting School has an advisory committee comprised of the heads of all honor societies and heads of minority groups, including the Black Student Union, the Hopkins Organization for Minority Engineers and Scientists (HOMES), and the Society for Women Engineers (SWE). Homewood Student Affairs also has an advisory committee of undergraduate and graduate students which includes African-American students.

There are also two joint committees: The Homewood Committee on Diversity and Community, chaired by Dean of Students Susan Boswell, and the Committee on Academic Diversity. These committees have been meeting regularly throughout the academic year. A summary of the issues addressed by the Diversity and Community committee is attached.

10. Improved community relations through educational, social, and financial programs.

The Schools of Arts and Sciences and Engineering and Homewood Student Affairs departments offer an on-going array of programs addressing multicultural issues, including the Office of Multicultural Affairs Diversity series, video teleconferences, the Martin Luther King, Jr. lectureship, and a race relations forum. A more complete listing of programs is attached.

The Whiting School instituted three new initiatives this fall:

- 1) Providing ten slots in an undergraduate engineering class this Spring for students at Baltimore Polytechnic Institute. These students take the course for credit, receive a transcript, and have their tuition waived. The tuition is covered through a joint program of the Whiting School and local industry.
  - 2) Offering staff the opportunity to participate in the Interview Clinic Program with minority high schools. This is a program whose charge to the community is to improve and raise the competency level of each student by providing an appropriate educational program which prepares students for a vital and productive future. Actual "mock" job interviews are held with 9th and 10th graders to provide them with experience, advice, and feedback.
  - 3) Co-hosting the 1993 Spring National Society of Black Engineers conference.
11. Free tuition and transportation for students who want to attend classes geared towards Black Studies at area schools that are not included in the Consortium.

UMBC has been added to the Consortium, which also includes Morgan State, Loyola, Notre Dame, Baltimore Hebrew, and the Maryland Institute of Art. Transportation is provided upon request to the Dean of Students Office or the Office of Multicultural Student Affairs.

12. An increase in the funding of Black student groups.

Homewood Student Affairs and the Homewood Schools have continued their support of Black student groups. Some examples include: the Dean of Engineering provided a new computer to HOMES; the Dean of Students sent two Alpha Phi Alpha brothers to their national fraternity convention, the Dean of Homewood Student Affairs underwrote the expense of an African-American student's trip to study in Africa, helped to fund the Gospel Choir's trip to Georgia, supported Alpha Phi Alpha's Founders Day, and assisted with a variety of other multicultural events.

13. The construction of an outdoor athletic facility that is free and open to the public.

An outdoor basketball court was built next to the Athletic Center this past summer.

- N.B. An update on undergraduate minority student recruitment is attached.

## African-American Enrollment--1993-94

\* the number of blacks in the 1993 freshman class was the second largest in Hopkins' history (54, v. 55 largest)

\* there are 50% more African-Americans in the Early decision freshman class of 1994 than there were in 1993 (12 v. 8).

\* in spite of the fact that admissions applications are down overall, the number of applications from black students is at an all time high for the freshman class of 1994.

\* the new Hodson Achievement Scholarship will be used as leveraged funds to provide full need grant packages to 15 minority students per class. High school students from Maryland, Delaware, D.C. and Virginia are eligible. Winners will never have to borrow to fund their Hopkins education.

\* we have committed to fund a Project Excellence scholarship at full tuition (up from \$15,000 in each of the last two years), through Carl Rowan's Project Excellence Foundation. This is for a top African American student from the D.C. metropolitan area.

\* In November, Homewood Student Affairs sponsored a "Minority Student Recruitment Summit" which brought together faculty, staff, alumni and students to discuss issues and generate strategies to increase the enrollment of underrepresented minorities.

\* This fall, we have published and distributed the first Hopkins recruitment piece designed exclusively for students of color.

\* The Second Decade Society from the School of Arts and Sciences is preparing a phone-a-thon to admitted African-American students. Since November, SDS members have completed telephone calls to National Achievement Semi-finalists who have indicated an interest in Hopkins.

\* The Admissions Office conducted their first ever interview day for African American students out of Hopkins' New York City office last fall. An on-campus interview day is scheduled for March; off-campus interview days are being planned for various urban locations next fall.

\* In early January, 1900 applications were mailed to black students on our prospect file who had not yet applied. This effort, along with those described above, will produce a record number of applicants this year.

\* Community outreach programs with middle school counselors and teachers continued this fall, with a counselor luncheon (co-sponsored by Multi-cultural Student Affairs) and several campus visits by city middle school classes.



Multicultural Programming  
Homewood Campus  
2/4/94

Speaker Series

First Tuesday: Dialogues on Diversity Series  
10/5/93 Dr. Vernon Savage  
"Is Racism a White Thing"

11/2/93 Jack Hasegawa  
"The Model Minority and Other Asian Myths"

12/7/93 Dr. Larry G. Benedict  
"If White Men Can't Jump, What's in Diversity  
for Them?"

2/1/94 Dr. Calvin Burnett and Dr. Arthur Abramson  
"Black/Jewish Relationships"

3/1/94 Dr. James Washington  
"Including Gays, Lesbians and Bisexuals in  
in Campus Multicultural Efforts"

4/5/94 Roberto Santiago  
"Black Skin; Latin Soul: Caught Between Two  
Cultures"

Sponsored by the Office of Multicultural  
Affairs

Teleconferences

2/2/94 Beyond the Dream VI: Blacks in Politics: A  
Struggle for Inclusion

Sponsored by the Dean of Students Office

2/2/94 Beyond Racism: The Things that Make for Peace

Sponsored by the Interfaith Council and the  
Office of Religious Life

Lectures/Forums/Discussion Groups

2/7/94 African American Read-In  
Their Eyes Were Watching God by Zora Neale  
Hurstons

Sponsored by the Office of the Dean of Homewood  
Student Affairs

2/8/94                   The Future of Race Relations  
Dinesh D'Souza, author of Illiberal Education;  
Linda Chavez, author of Out of the Barrio;  
Dr. Ronald Walters, Chairman, Political Science  
Dept., Howard University; Dr. Patricia  
Fernandez-Kelly, Research Scientist, JHU  
Institute for Policy Studies; moderated by  
Joe Davidson, staff writer for the Wall Street  
Journal and founding member of the National  
Association of Black Journalists

Sponsored by The Office of the Dean of Homewood  
Student Affairs; The Dean of Students Office;  
The Office of the Dean of Arts & Sciences; The  
Office of Multicultural Student Affairs; The  
Office of the President; Alumni Relations;  
Student Activities; The GRO; Young America's  
Foundation

2/9/94                   Black Student Union Faculty Mixer

Sponsored by the Black Student Union

2/10/94                  Martin Luther King, Jr. Memorial Lecture  
Benjamin L. Hooks

Sponsored by the Office of Multicultural  
Student Affairs

2/24/94                  Black Student Union Lecture Series  
"Law and Public Policy in Community Relations"  
Dr. Harold McDougal

Sponsored by the Black Student Union

3/7/94                   Black Student Union Lecture Series  
Dr. Evelyn Hammond

Sponsored by the History Department

3/11-13/94              Fences by August Wilson

Sponsored by the Office of Multicultural  
Student Affairs and the Barnstormers

3/13/94                  Black Student Union Heritage Dinner

Sponsored by the Black Student Union

3/16/94                  Campus Ministries Fences Supper and Discussion

Sponsored by Campus Ministries



## HSA Contributions to Minority Student Groups, 04/93-01/94 (DEAN'S - 128)

DATE	GROUP/DESCRIPTION	AMOUNT
04/93	To support Kappa Alpha Psi's efforts for fundraising for United Negro College Fund	37.50
04/93	To help offset printing costs of "Asian Voices" publication.	525.65
06/93	Robes for JHU Gospel Choir	150.00
08/93	To pay for refreshments for a PEW Summer Scholars Luncheon.	93.75
08/93	To pay for student's airfare to South Africa. Student to prepare a presentation after her return to JHU.	1135.00
10/93	Funding for Alpha Phi Alpha October retreat @ St. John's College.	1000.00
11/93	To pay for food for Black Student Think Tank Group.	175.00
11/93	To help fund Gospel Choir's Trip to Georgia.	250.00
11/93	To support Alpha Phi Alpha's Founder's Day.	75.00
01/94	To support Chinese Student Assoc.'s Chinese New Year Banquet.	250.00
01/94	To partially reimburse BSU for end of semester potluck dinner.	100.00
01/94	To support Cultural Fest.'93, from 11/93	300.00
01/94	To support Race Relations Forum.	3500.00
TOTAL - 04/93-01/94:		7591.90

Office of the Dean of Students

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(410) 516-8208

Susan K. Boswell, Ed.D.  
Dean

February 4, 1994

To: Diversity Committee

From: Susan Boswell *SKB*

Re: Summary of January 14 Meeting and  
Where Do We Go From Here

On January 14, we met to discuss the survey results, in particular the responses to the question as to what might improve the quality of student life at Homewood. Several themes emerged as well as several recommendations.

The common themes we discussed included:

- The need for more interaction between and among groups; how do we get groups from different cultures to attend each others events; this requires structured opportunities as it won't necessarily happen on its own.
- The need for more academic classes involving multiculturalism; a required multicultural class.
- The need to develop Charles Village into more of a "college town"; suggestions for rezoning, bringing in different merchants, etc.
- The quality of student life and academic life cannot be separated and students expressed dissatisfaction with both.
- Many students expressed concern about the lack of a student union; this was the most frequently mentioned complaint.
- There is strong sentiment that the university is not accurately advertised; students feel tricked into coming because their expectations are not met.
- The feeling that academic life is unnecessarily hard; all students expect to be challenged, but many of our students feel it is more of a test of how much they can take.

This list is certainly not conclusive but represents themes and

issues that were suggested by several students. The committee also put forward several specific recommendations that could be implemented to help address some of these concerns:

- Inexpensive improvements/additions to grounds such as benches around trees, tables, etc. that would encourage students to sit down and talk, enhancing communication

- Several suggestions were put forward to bring faculty and students together

1. more social activities specifically aimed at both (such as the receptions sponsored by international studies)
2. more organized activities between grads and undergrads
3. get faculty to the new social club

These types of activities need to occur as a joint academic and student services effort.

- More research and scholarship opportunities outside of the sciences

- Integrate a multicultural theme in major campus events such as Orientation and Spring Fair.

- Improve lighting in Levering to make it more inviting

- Develop an action plan and timetable for a new student union

1. Identify alumni who might have funds to donate and get them involved.
2. Set up a special account for specific projects.

- Reevaluate how the institution is presented to prefreshmen. Is it accurate? Does it reflect the reality of Hopkins? Address the issue of students feeling mislead and "tricked" into coming.

- Explore how other schools advertise and get people to events (students, faculty and staff).

- Initiate a faculty-freshmen seminar.

- Challenge the community to get involved and have fun with an "It's Your JHU" Rally that provides a variety of formats for interaction and relaxation.

We agreed that Larry Benedict should come to our next meeting so that we discuss implementation of some of our recommendations. The committee feels strongly that it is important to implement as many as these as possible. This committee wants visible results based on its work.

We also agreed on several additional things we would like to do this semester:



- Invite Bob Schuerholz to a meeting to discuss the Charles Street crossing, what has been done about the southbound lane and the city's plans for the future.

- Invite academic department chairs to a meeting to provide them with specific ideas they could implement.

- Set up a meeting with the committee that is our academic counterpart.

- Have Susan Workman do some diversity training for our group.

Our next meeting is on Thursday, February 10 from 8:30 - 10:30 a.m. in the Garrett Room in the MSE Library. Larry Benedict will join us. I look forward to seeing you there.

cc: Larry Benedict